



Fellowships and Industry Exchange Programs Hiring Authority

5 CFR 213.3102 (r)

What is the *Fellowships and Industry Exchange Programs* hiring authority?

The Fellowships and Industry Exchange Programs hiring authority is a Government-wide excepted service hiring authority under 5 CFR 213.3102(r) that can be used to hire for fellowships and similar programs when recruitment is from limited applicant pools. It is sometimes referred to as the 'r' authority.

What positions can be filled under this Authority?

- ✓ Agencies may use this authority for positions in support of fellowship or professional/industry exchange programs. Fellowship programs are programs that provide developmental or professional experiences to individuals who have completed their formal education. Professional/industry exchange programs are programs that provide for cross fertilization between industry and the private sector to foster mutual understanding, an exchange of ideas, or bring experienced people into Government.
- ✓ Positions may be filled at any grade level up to the GS-15 level, as well as Senior Level (SL) positions.

How does it work?

- ✓ Agencies may make appointments lasting up to 4 years.
- ✓ No public notice (posting on USAJOBS.gov) is required; however, agencies can advertise if they choose and should use other appropriate recruiting activities.
- ✓ Veterans preference applies.
- ✓ Agencies must have excepted service policies in place prior to using this (or any) excepted service authority, which govern the process for receiving/processing applications; making qualification determinations; rating and ranking applicants; and the application of veterans preference.



Are employees hired under this Authority eligible for benefits and leave?

Employees hired on appointments that are expected to last for at least 90 days are generally eligible for health insurance coverage and also earn annual and sick leave.

Employees hired for periods longer than 1 year are eligible for the following benefits:

- ✓ Health Insurance
- ✓ Annual and Sick Leave
- ✓ Long Term Care Insurance
- ✓ Life Insurance
- ✓ Flexible Spending Accounts
- ✓ Retirement and Thrift Savings Plan

What else do I need to know?

- ✓ Individuals hired under this authority are subject to the same suitability/background investigation process as other employees.
- ✓ Agencies may use this Government-wide hiring authority without additional approvals from OPM.
- ✓ Appointments under this authority do not lead to permanent employment.